

| Program | Benefits | Cost to Employee/Paycheck |
|---|--|---|
| Insurance Benefits | | |
| <p><u>Medical Insurance</u> United Healthcare of NC www.myuhc.com</p> | <ul style="list-style-type: none"> • Benefits extended to all full-time City employees • Calendar Year Deductible: Individual \$500, Family \$1,000 • Doctor visits: <ul style="list-style-type: none"> ○ Primary: \$25 co-pay ○ Specialist: \$50 co-pay ○ Preventive care: no charge | <ul style="list-style-type: none"> • No cost to employee • Employee/Child: \$223 • Employee/Spouse: \$350 • Employee/Family: \$541 |
| <p><u>Prescription Drug Plan</u></p> | <p>In-Network</p> <ul style="list-style-type: none"> • Tier 1 Drugs - \$10 • Tier 2 Drugs - \$30 • Tier 3 Drugs - \$50 | <ul style="list-style-type: none"> • No cost to employee • Dependent coverage is covered under medical insurance. |
| <p><u>Dental Insurance</u> United Healthcare of NC</p> | <ul style="list-style-type: none"> • Benefits extended to all full-time City employees • <u>Calendar Year</u> Maximum benefit: \$1000 • Diagnostic and Preventive Care paid at 100% • Basic Services paid at 80% • Crowns, Inlays Services paid at 50% | <ul style="list-style-type: none"> • No cost to employee • Employee/Child: \$18.62 • Employee/Spouse: \$15.86 • Employee/Family: \$37 |
| <p><u>Vision Insurance</u> United Healthcare of NC</p> | <ul style="list-style-type: none"> • Benefits extended to all full-time City employees • An eye exam once a <u>fiscal year</u> (\$10 co-pay) • Material Co-pay (\$25 co-pay) • A \$130 allowance for eyewear annually • Discount on Frame Overage (30%) | <ul style="list-style-type: none"> • No cost to employee • Employee/Child: \$2.83 • Employee/Spouse: \$2.83 • Employee/Family: \$5.82 |
| <p><u>Life Insurance</u></p> | <ul style="list-style-type: none"> • General Employee: \$25,000 of coverage • Dept. Head: \$50,000 of coverage | <ul style="list-style-type: none"> • No cost to employee |
| <p><u>Short-term Disability Insurance</u></p> | <ul style="list-style-type: none"> • Up to 26 Weeks of coverage for non-work related injury or illness. • Covers 60% of weekly pay. You can use sick time to cover remaining 40% of weekly pay. • Begins on 8th day of disability. • Doctor's statement required. | <ul style="list-style-type: none"> • No cost to employee |
| <p><u>Employee Assistance Counseling Program</u> Alamance Regional Medical Center (336) 538-7481</p> | <ul style="list-style-type: none"> • Confidential, professional counseling to resolve personal problems that are affecting the employee, the employee's family, or the employee's work. | <ul style="list-style-type: none"> • No cost to employee |

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| Paid Time Off | | |
| <u>Vacation</u> | Earned according to years of service: <ul style="list-style-type: none"> • Less than 2 yrs - 10 days • 2 but less than 5 yrs - 12 days • 5 but less than 10 yrs - 14 days • 10 but less than 15 yrs - 16 days • 15 but less than 20 yrs - 18 days • 20+ years - 20 days <i>Maximum accumulation of 240 hrs. Time over 240 hrs rolls over to sick leave.</i> | <ul style="list-style-type: none"> • No cost to employee |
| <u>Sick Leave</u> | <ul style="list-style-type: none"> • Earned at a rate of 8 hours per month. • May be used for employee's illness, medical appointments, or for the illness or death of a relative as defined in the Personnel Policy Manual. • No maximum accumulation. | <ul style="list-style-type: none"> • No cost to employee |
| <u>Holidays</u> | <ul style="list-style-type: none"> • Twelve (12) paid holidays per year: New Year's Day, Martin Luther King, Jr. Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving (2 days), Christmas (3 days). | <ul style="list-style-type: none"> • No cost to employee |
| <u>Personal Day</u> | <ul style="list-style-type: none"> • Earned at a rate of 8 hours per fiscal year. • No accumulation. | <ul style="list-style-type: none"> • No cost to employee |
| Retirement | | |
| <u>Retirement</u> Local Government Employees Retirement System (LERS) | Full retirement after <ul style="list-style-type: none"> • 30 years of service credit; or • age 60 with 25 years of service credit; or • age 60 with 5 years of service credit. <i>Additional Benefits for law enforcement officers.</i> | <ul style="list-style-type: none"> • 6% of annual salary |
| <u>Retiree Medical Insurance</u> Municipal Insurance Trust (MIT) administered by MedCost Benefit Services | Continuation of medical benefits for City employees who have <ul style="list-style-type: none"> • completed 15 years of service with the City, have retired directly from City service with eligibility for immediate retirement benefits, and • elect to receive immediate payment of benefits under the plan. | <ul style="list-style-type: none"> • No cost to employee |
| <u>Supplemental Lump Sum Retirement Allowance</u> | <ul style="list-style-type: none"> • One month's salary for those resigning with 20 years of service, or • retiring with 15 years of service | <ul style="list-style-type: none"> • No cost to employee |
| <u>NC 401(K) Plan</u> Prudential Ins. Company www.nc401K.prudential.com | <ul style="list-style-type: none"> • Contributions are tax-sheltered. • Employees may make voluntary contributions. • 10% penalty for withdrawal before you are 59 ½ years of age. | <ul style="list-style-type: none"> • No cost to employee • The City contributes 5% of your gross salary for all full-time employees |
| <u>Section 457 Plan</u> Nationwide Ins. Company 877-677-3678 | <ul style="list-style-type: none"> • Contributions are tax-sheltered. • Employees may make voluntary contributions. | <ul style="list-style-type: none"> • No cost to employee • No contribution from the City |

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| Leave | | |
| <u>Family and Medical Leave (FMLA)</u> | Up to 12 weeks unpaid leave for qualifying conditions, which include: <ul style="list-style-type: none"> • The birth of a child, or placement of a child with you for adoption or foster care; • Serious health condition that makes the employee unable to perform job; • Caring for employee's spouse, child, or parent who has a serious health condition; • Caring for employee's spouse, child, parent or next of kin of a covered service member with a serious health condition; • Doctor's statement required. | <ul style="list-style-type: none"> • Employee must use accumulated comp time, sick or vacation leave. |
| <u>Bereavement Leave</u> | <ul style="list-style-type: none"> • Three working days with pay for the death of an immediate family member as defined in the Personnel Policy Manual. | <ul style="list-style-type: none"> • No cost to employee • Employee may use accumulated sick leave if additional time is needed |
| <u>Civil Leave</u> | <ul style="list-style-type: none"> • Paid leave for jury duty. | <ul style="list-style-type: none"> • No cost to employee |
| <u>Military Leave</u> | <ul style="list-style-type: none"> • Available to employees who are members of the National Guard or Armed Forces Reserve during active duty, including required annual training period. See Personnel Policy Manual for details. | <ul style="list-style-type: none"> • No cost to employee |
| Other Benefits | | |
| <u>Service Bonus</u> | Earned annually for years of service: <ul style="list-style-type: none"> • 0 to 5 years - 1% of gross pay • 6 to 10 years - 2% of gross pay • 11 to 15 years - 3% of gross pay • 16 to 20 years - 4% of gross pay • 20+ years - 5% of gross pay <i>Minimum of \$25 paid</i> | <ul style="list-style-type: none"> • No cost to employee |
| <u>FICA/Medicare</u> | <ul style="list-style-type: none"> • City contributes 7.65% towards FICA/Medicare for all employee's earnings | <ul style="list-style-type: none"> • No cost to employee |
| <u>Credit Union Membership</u> | <ul style="list-style-type: none"> • NC Local Government Employees Credit Union, or • Truliant Federal Credit Union | <ul style="list-style-type: none"> • Bank fees may apply |

The City of Mebane is pleased to provide this Summary of Benefits to you and we have briefly described those benefit areas in which you might be interested. This summary does not, nor is it intended as a full explanation of each benefit area. Please consult the Employee Handbook or call the Human Resources Department for appropriate details and explanations.

Frequently Asked Questions:

1. **When is open enrollment?** *Open enrollment is each year in May.*
2. **When can I add or delete a dependent?** *You may add or delete a dependent during open enrollment or at other times specifically associated with a Qualifying Event such as: within 30 days of birth of a child or within 30 days of marriage, when spouse loses coverage due to job loss, when legally separated or divorced, or a court mandated child support order.*